2.030   HOLIDAY PAY

POLICY/PURPOSE

This policy establishes Holiday "compensation" for certain Fire Protection Personnel who work shifts, while ensuring operational effectiveness of an emergency operations workforce.

Considering the need to maintain emergency response staffing, and the fact that certain Fire Services personnel work various rotating shift schedules, compensation for holidays will be provided rather than providing a day off with pay. Due to their rotating shifts, and to ensure parody between department personnel, this will be accomplished by compensating the employee for the holiday whether or not the employee is scheduled to work the holiday.

a. With the need to ensure emergency coverage, employees will be required to work on their regularly scheduled shift, regardless if it falls on a holiday. Therefore, all shift employees will be compensated with "holiday" pay on the day the county celebrates the holiday, regardless if they are scheduled to work the holiday. This practice will be the most equitable; as it will ensure that all employees are compensated for the same number of holidays each year. If the county compensates for ten holidays annually, the employee will receive ten days of compensation at their regular rate of pay (regardless of which holidays they actually worked, or had off).

b. To ensure compensatory parity with other county employees when calculating holiday hours, the following is considered:

   1. County employees who work a "normal" work schedule, work 80 hours bi-weekly, and receive 8 hours, or 10 percent of their "normal" biweekly work hours for each holiday celebrated. Therefore, holiday allotment for shift employees would be calculated using the same formula.

   2. Rotating Shift employees work an average of 84 hours bi-weekly; therefore they would receive 8.4 hours compensation for each holiday celebrated by the County.

   3. 24/48 hour shift personnel work an average of 112 hours bi-weekly; therefore, they would receive 11.2 hours compensation for each holiday celebrated by the County.

c. Holiday pay will not be counted as hours worked when computing overtime.